



INTRODUCTION

From the Editor

The goal of focal articles in *Industrial and Organizational Psychology: Perspectives on Science and Practice* is to present new ideas or different takes on existing ideas and stimulate a conversation in the form of comment articles that extend the arguments in the focal article or that present new ideas stimulated by those articles. The two focal articles in this issue stimulated a wide range of reactions and a good deal of constructive input.

The Current Issue

In our first article, Lord and Dinh examine what we know and what we need to know about leadership perceptions and leader effectiveness. They articulate four general leadership principles that can be used to organize current research and practice in the area of leadership. Six comment articles examine alternative perspectives on leadership and identify ways in which the arguments and observations of Lord and Dinh can be extended or reframed.

In our second article, Santuzzi, Waltz, Finkelstein, and Rupp identify unique challenges for organizations and employees that are associated with invisible disabilities. They note that some disabilities (e.g., requiring a wheelchair) are visible and obvious while others (e.g., depression) are not and that disabilities that are not immediately visible pose unique challenges for both organizations and employees. Fifteen comment articles discuss relevant regulations and legal issues, the risks and benefits of disclosure, unique issues related to testing and assessment, responses to invisible disabilities, and the particular challenges of disabilities that are psychological or behavioral in nature.

It would not be possible to publish this journal without the hard work of talented reviewers. I appreciate the help and input of Allen Kraut, John Scott, and Neil Anderson.

Kevin R. Murphy
Colorado State University